

**THE RELATIONSHIP BETWEEN JOB SATISFACTION
WITH INTENTION TO LEAVE JOB AMONG ACADEMIC
STAFFS IN UUM**

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MASTER OF SCIENCE (MANAGEMENT)

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**THE RELATIONSHIP BETWEEN JOB SATISFACTION WITH INTENTION
TO LEAVE JOB AMONG ACADEMIC STAFF IN UUM**

A Thesis is submitted to the College of Business in partial fulfillment of the requirement
for the degree of Master of Science (Management) Universiti Utara Malaysia

By

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ABSTRACT

The main objective of this study was to examine the relationship between job satisfaction and intention to leave job among academic staff in UUM. Five facets of job satisfaction namely work itself, pay/salary, promotion, superior and co-workers satisfaction will be analysed to identify on the job satisfaction of academic staffs in UUM with their intention to leave job. Research instruments that were used to obtain the data are questionnaire. A total of 130 respondents were randomly selected from three colleges (COB/CAS/COLGIS) as the sample of the study. The data was analysed by “Statistical Package for Social Science” (SPSS Window) Version 16. The tests involved are reliability, Pearson Correlation Coefficient and Multiple Regression.

The findings of the study show that the majority of the respondents are 30-39 years old and 42 percent of the respondent have been working for 5-9 years in UUM. Generally, the results of job satisfaction and intention to leave supported the hypotheses. The strongest facet influenced academic staffs intention to leave is co-workers satisfaction. This means that, co-workers satisfaction play important role in other academicians intention either to leave or stay working at UUM. These finding also show that university should focus on related facets to retain their academicians. Finally, some recommendations been given for future study that would be more interesting and comprehensive.

ABSTRAK

Objektif utama kajian ini adalah untuk menguji hubungan di antara kepuasan bekerja dengan niat untuk meninggalkan kerja di kalangan staff akademik di UUM. Lima ciri/faktor kepuasan telah dipilih iaitu kepuasan kerja itu sendiri, gaji/pendapatan, kenaikan pangkat, penyelia dan kepuasan rakan sekerja dianalisa untuk mengenalpasti hubungannya dengan niat untuk meninggalkan kerja. Alat kajian adalah berdasarkan boring soal selidik. Seramai 130 responden telah dipilih secara rawak daripada tiga buah kolej iaitu (COB/CAS/COLGIS) untuk dijadikan sampel kajian. Ujian yang dilakukan akan dianalisis menggunakan “Statistical Package for Social Science” (SPSS Window) Versi 16. Ujian yang dilakukan untuk menganalisis data termasuklah ujian kebolehpercayaan, Pearson Correlation Coefficient and Regresi Berganda.

Dapatan kajian menunjukkan majoriti responden adalah berumur diantara 30-39 tahun dan 42 peratus telah bekerja di UUM selama 5-9 tahun. Secara umumnya, dapatan kajian disokong dengan hipotesis yang dibuat. Faktor atau ciri kepuasan bekerja yang paling kuat dalam mempengaruhi niat untuk meninggalkan kerja adalah kepuasan rakan sekerja. Dapatan kajian ini juga menunjukkan bahawa universiti seharusnya memberi penekatan terhadap faktor yang berkaitan dengan kepuasan berkerja bagi mengekalkan staff akademik mereka. Akhir sekali, beberapa cadangan telah dikemukakan kepada pengkaji lain pada masa akan datang bagi menjadikan bidang kajian ini lebih menarik dan meluas.

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CHAPTER 1

INTRODUCTION

1.0 Background of the Study

Education is associated with academicians. Meanwhile, according to Capellaras (2005) as cited in Lew, T. Y (2009) academics can be considered as the operational core of the universities and their performance determines align with the quality of the students higher education experience toward the contribution to institutions make to society. Meaning that, quality of academicians needs to prepare both mentally and physically to give higher degree of knowledge to the student. Thus, they will be accomplishing to build higher educated person in future.

Furthermore, according to Dato Ir. Dr. Radin Umar (2010) as Director General of Higher Education Institutions (HEI) “HEI must able to produce competitive intellectual to pursue nations aspirations, provide information and services and be able to meet the need of any Department, agencies, student as well as public. Malaysian national philosophy of education also claims that the education is continuously enhancing potential individual in any manner due to achieve individual who are perfectly balancing their spiritual, emotional and intellectual. In the meantime, it is priority to Malaysian academicians to seek a full of commitment and motivated throughout their universities to attract more excellence student become potential people in future.

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